

SUPD Responsible Conduct of Research Workshop Series

Workshop 1: Developing a Career Progress Plan

This workshop is sponsored by The National Post-Doctoral Association and the Stanford Office of Post-Doctoral Affairs



Motivation for workshop series

1. Post-docs need a plan
2. Post-docs need new skills
3. Post-docs need to learn to be mentors

RCR topics

- Management
- Lab values and academic environment
- Mentor responsibilities
- Communication and difficult conversations.



**Please complete the workshop evaluation sheet
in your handout before you leave today!**

REMINDER

**Please complete the annual SUPD survey online at:
https://med.stanford.edu/survey/supd_survey_2008**



SUPD Organizing Team

- Sruthi King
- Sarah Kummerfeld
- Alison McGuigan
- Susan Moore
- Carlos Pineda

Workshop 1: Mediators

- John C. Boothroyd
- Susan McConnell



Discussion 1:

What do you want to get from a career progress conversation with your mentor? (answers below came from discussions in the workshop)

1. Timeline for next step
2. How to get non-science skills that you need for your next job?
3. What are my skills and weaknesses – how am I doing? – I want real feedback
4. What project can I take with me to start my own lab?
5. How do I network and who do I have to know
6. Work-life balance in a competitive market – personal issues etc
7. Funding in my field – practical advice on realistic jobs for me
8. How much longer can you pay me?
9. Brainstorming about where the field is going



Group Activity 1:

1. Compare IDPs from different universities
2. Which one do you find most useful?
3. What components of each do you like and not like?



Activity 1 Comments (from discussions in workshop):

- Don't want IDP to be mandatory but good to have list of questions to refer to when thinking about talking to PI and what you want to get out of the conversation
- Some groups thought process (conversation not necessarily IPD form) should be mandatory and that the conversation is easier if process is mandatory
- An IDP would be useful for clinical fellow post-docs who transition from staff to post-doc status
- USD form more of an evaluation – employee performance evaluation
- UCSF one helpful but long so might be overwhelming, liked self-evaluation, liked long-term and short term and good PI input, comprehensive future program questions
- Liked idea of being able to identify strengths and weaknesses but need action plan on how to address weaknesses to make the processes most useful
- UCSF form is a good first step for a first year post-doc but form or conversation should transition into something more open for a senior post-doc
- Form is good for getting mentor to think about where the post-doc is going and take focus of expts being done NOW
- **Create a hybrid IDP that suits you and the conversation you want to have**
- **Decide how you are going to use the form with your mentor – are you going to hand it in or should you just think about it**
- **How to translate conversation into a clear action plan is important**
- **Think more broadly about where you have been and where you want to go – think beyond NOW.**
- **Writing down comments helps you keep control of the conversation you want – writing things down helps you to remember to say what you want to say**



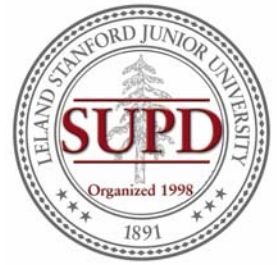
Example Conversation Comments (comments made during discussion of mock conversation):

- What are my strengths and weaknesses was not addressed in example conversation – is there core science knowledge missing? **Tell mentor specifically if want strengths and weakness discussion and tell them in advance**
- Note that natural weaknesses versus things you can do something about is important to distinguish– how can you get advice on weaknesses that are harder to address? **A Helpful thing is to discuss how to utilize strengths and how to address weaknesses – to hide them or strengthen in weak areas**
- When designing the Stanford form wanted to facilitate conversation not an evaluation
- **Need evaluation to get good career advice – need self-evaluation and mentor evaluation**
- **What do you enjoy and what is a good fit for you – take pressure off specific projects and think about what you enjoy**
- **How can you build relationships with other people who can write you reference letters?**
- **Invite people have collaborations with to watch talks and interact with you to build relationships early and get PI to initiate to tell person you are hoping to get a reference – set the stage in advance**
- **Pathway to independence – K-awards – think about when to apply with your PI – great way to focus conversation on what project you get to take with you but don't let that commit you to one project**
- **Good to talk about financial constraints – setting timeline of funding was really useful to discuss for the post-doc (IPD form is a good way to facilitate conversations about money – use form for talking about uncomfortable topics)**
- **With long term goal think about plan up to that date to have a realistic plan about how to achieve final long-term goal**
- **Be direct and push a little to make contacts and network –worth asking for a contact**
- **Importance of having action items for both you and your mentor – leave with a list of things you actually need to do**



Pair Exercise:

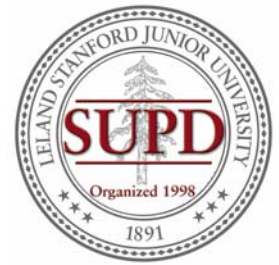
1. What kind of feedback would you find most valuable?
2. List questions you could ask to obtain useful feedback
3. Who might you ask to get useful feedback and advice?



Group Activity 2:

In 3 sentences or less describe:

- What you work on ?
- Why is it important ?
- Who cares ?



Group Activity 3:

1. Read sample research statements
2. For each statement identify
 - The major problem being addressed
 - Why that problem is important
 - why anyone should care
3. Which statements are stronger and why?



Online resources from this workshop on SUPD website:

- Handout packets
- Powerpoint slides with comments from our discussions
- IDPs from different universities
- Example research statements (Stanford only)
- Career development/ career resources
- Teaching resources
- Networking resources
- Job listings

SUPD.stanford.edu



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Thank you to participants and organizing team!

Please fill out the workshop evaluations